Amendments to the Claims

The following listing of claims will replace all prior versions and listings of claims in the application:

Listing of Claims:

Claims

1. (Currently Amended) ~~A~~ An enterprise employment portal webservice and process system, comprising: ~~A~~

an employer's client's machine in selective communication with ~~the~~ a webservice server, the employer's client's machine submitting a softskills psychometric and technical skills profile for ~~the~~ a job ~~they~~ it want_s to fill,

providing a search request to the webservice server and initiating a search of the job seeker information in the database search parameters defined by the profile which was submitted by the potential employer; ~~and~~

a job seeker's client machine in selective communication with the webservice server, the webservice server communicating to the job seeker's client's machine ~~a~~ the softskills psychometric and technical skills profile form to be completed by the job seeker, the form having a plurality of fields relevant to the employment; and

the job seeker's client's machine selectively ~~transmitting~~ to the webservice server summary information defined by at least complete fields of the form, the database receiving and ranking, with a proprietary matching algorithm software program.

2. (Original) An enterprise employment portal webservice and process system in accordance with claim 1, wherein the database is accessible to the job seeker's machine and the employer's machine via the internet.

3. (Currently Amended) An employment webservice and process system in accordance with claim 2, wherein the job seeker's machine and the employer's machine includes a world

2

wide web browser, wherein the job seeker's machine and the employer's machine are connected to the server via the world wide web, and wherein the softskills psychometric profile, technical skills and resumes use ~~XMAL~~ (extensible markup language) which is text-based.

4. (Original) The employment webservice and process as in claim 1, wherein the softskills psychometric profile includes distinct character types of workplace preferences.

5. (Currently Amended) A profile as in claim 4, wherein the distinct character types are based on 13 workplace preference metrics and comprise: action seekers; leaders; do the work; and team spirit.

6. (Original) A profile as in claim 4, wherein the there is a technical skills profile.

7. (Original) An enterprise employment portal webservice and process system in accordance with claim 1 having a softskills psychometric and technical skills profile having corresponding fields for the employer and job seeker, adapted to be filled in by an employer or job seeker, and wherein the proprietary matching algorithm software program initiates a ranking process to compare the fit of the job seeker for the potential employer.

8. (Currently Amended) A method carried out by the website including a memory, and including a database comprised by the memory, the method comprising:

communicating a softskills psychometric and technical skills profile submitted by an employer, having a plurality of fields relevant to the employment~~,~~ ;

receiving summary information for at least some of the fields of form from a corresponding job seeker who submitted a softskills psychometric test and technical skills profile, stored in the database the data entry defined by the summary information from the softskills psychometric and technical skills profile fields, associating the summary information submitted by the employer and job seeker~~,~~ ; and

ranking the job seeker for each particular job ~~they have~~ it has applied for by using the softskills psychometric and technical skills profile which has been submitted by that particular employer.

9. (Currently Amended) A method as in claim 8, wherein ~~an~~ job seeker ranking page is generated which contains percentage of fit, company, job title, location, rank and job status.

10. (Currently Amended) A method as in claim 8, wherein a job profile is generated containing fields with the job seeker's ~~ID~~ identification, company name, job title, date of technical skills and psychometric softskills profile submitted, location of job and status.